

Purpose

Review all Reserve training & training support provided to USACC, identify perennial requirements, coordinate an alternative direct commissioning partnership, and lay out COAs & dueouts for the way ahead.



Concept



Philosophy:

 This is a working conference that <u>must</u> result in deliverables

Deliverables supporting FY05:

- LDAC & LTC Requirements
- JROTC Requirements
- Ranger Challenge, Bde-level FTXs,& Reserve CTLT Opportunities
- Update alternative staffing initiative via the 8th SROTC Bdes and DIV(IT) community
- USACC Support for the Reserve's ARG2G Direct Comm Initiative
- Post deliverables on-line listing perennial training support requirements, Reserve 8th SROTC Bde status of support & alternative commissioning partnership & support

Three Working Groups:

- 1. SROTC Bde alternative staffing update and Reserve Partnership Way Ahead between the DIV(IT)s and USACC
- 2. Training & Training Support for LDAC/LTC/JROTC, Ranger Challenge, CTLT and Bdelevel FTXs
- 3. Army Reserve Green-to-Gold (ARG2G) Direct-Commissioning Program Way Ahead



Attendees



USACC

- ACOS-R: COL Harrell
- DOLD: LTC Jimerson, MAJ Trexler, Ms. Visconti
- RM: Ms. Imgrund
- Futures: LTC Miller, Mr. Kennedy

OCAR

- PA&E: Mr. Rost
- RM: LTC Dorney

US. Army Reserve Command

- G-1: COL Earley, MAJ Hersey
- G-7: Mr. Hargraves, MAJ Mosley, MSG Kolasienski
- G-8: Ms. Mesko

DIV(IT)/SROTC Bde Community Development: COL Oskam

84TH ARRTC: COL Rego, COL Soderberg, MSG Schuh 80TH DIV(IT):COL Clark, COL Faison, CSM White, MAJ Peterson, 95th DIV(IT): LTC LeCompte, 98th DIV(IT): LTC McClellan, 100TH DIV(IT): COL Argabright, LTC Shain 104th DIV(IT): LTC Lee, 108th DIV(IT): COL Dyer, Mr. Miller (Tng Off)



Agenda 6-7-8 July



6 June 2004

1300-1315: COL Harrell, Welcome & Opening Remarks

1315-1330: Attendee Introductions

1330-1700: Information Briefs (10-15 min. ea)

- DOLD Support Overview: LTC Jimerson
- Reserve G-7 Spt Overview: MAJ Mosley
- 108th DIVIT/SROTC Bde: COL Dyer
- 104th DIVIT/SROTC Bde: LTC Lee
- 100th DIVIT/SROTC Bde: COL Argabright
- 98th DIVIT/SROTC Bde: LTC McClellan
- 95th DIVIT/SROTC Bde: LTC LeCompte
- 80th DIVIT/SROTC Bde: COL Blane, COL Faison
- 84th ARRTC Concept: COL Rego
- ARG2G Review: COL Harrell
- USACC Reserve Way Ahead: Mr. Kennedy

1700-1730: Review working group objectives & due outs for the following day (COL Harrell)

7 June 2004

0800-0815: Working Group Orientation (COL Harrell)

0815-1130: Working Groups in Session:

- 1. Training & Training Support for LDAC, LTC, JROTC & CTLT. Lead: LTC Martin
- 2. Alt. Staffing & Reserve Partnership Way Ahead Lead: LTC Miller
- 3. ARG2G Way Ahead. Lead: MAJ Mosley

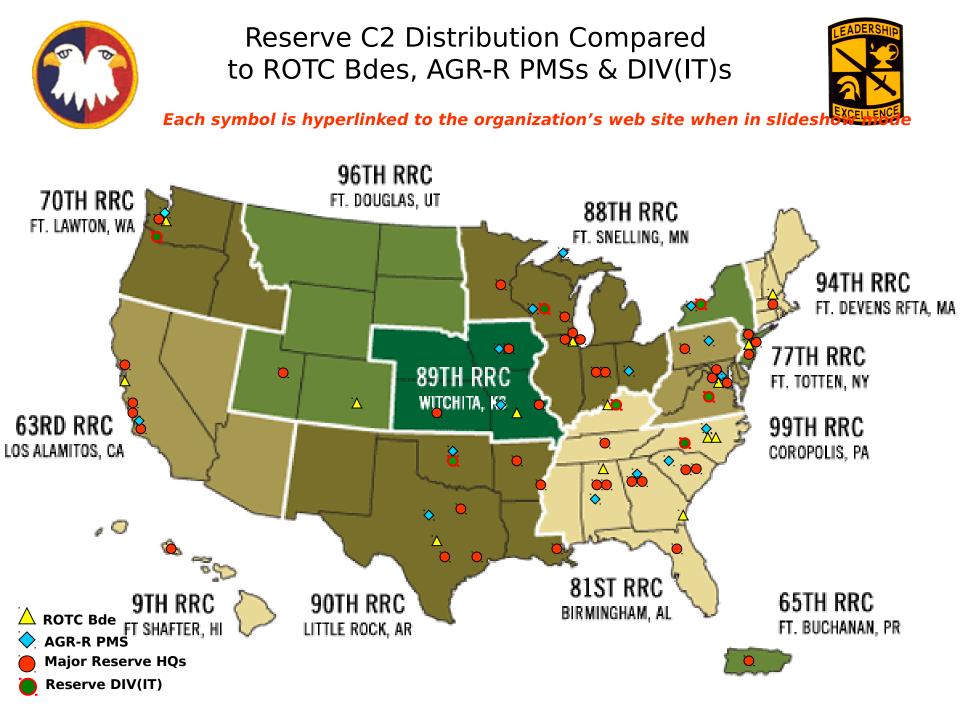
1130-1200: Working Lunch (catered in place)

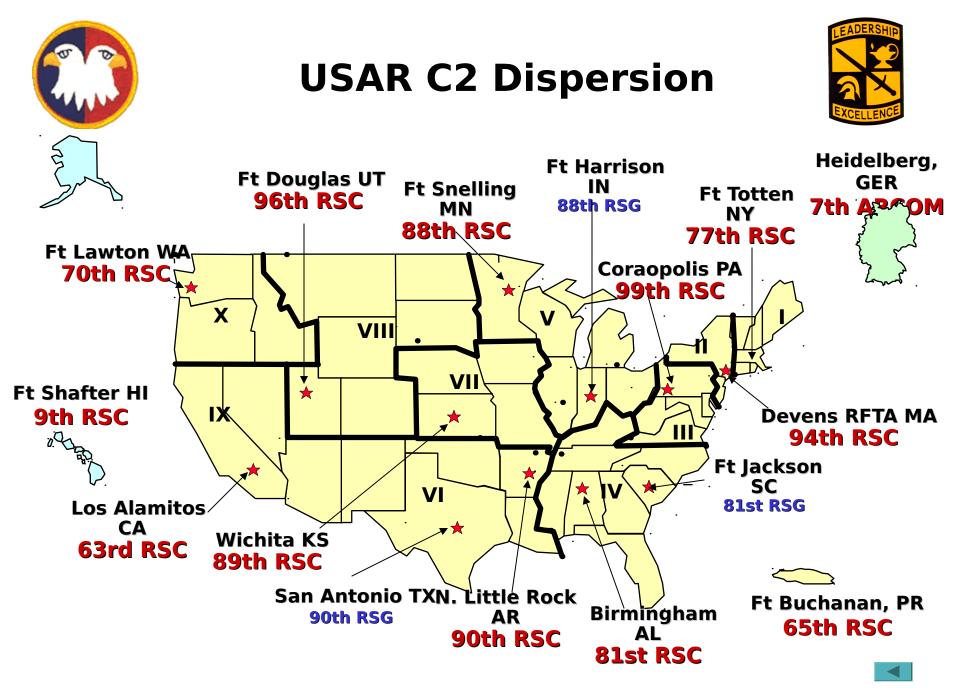
- **1130-1145**: Working Group #1 **IPR**
- 1145-1300: Working Group #2 IPR
- **1300-1315**: Working Group #3 **IPR**
- **1315-1600**: Working Groups in session; refine dueouts

1600-1730: Brief IPR to MG Thrasher, CG, USACC

8 June 2004

- **0800-1130**: Working Groups finalize due-outs
- **1130-1200**: Working Lunch (catered in place)
- 1130-1315: IPRs
- 1300-1500: Outbrief DCG, USACC, BG Sealock
- 1500-1530: Conference closing remarks







Working Group #1



Alt. Staffing & Reserve Partnership Way Ahead





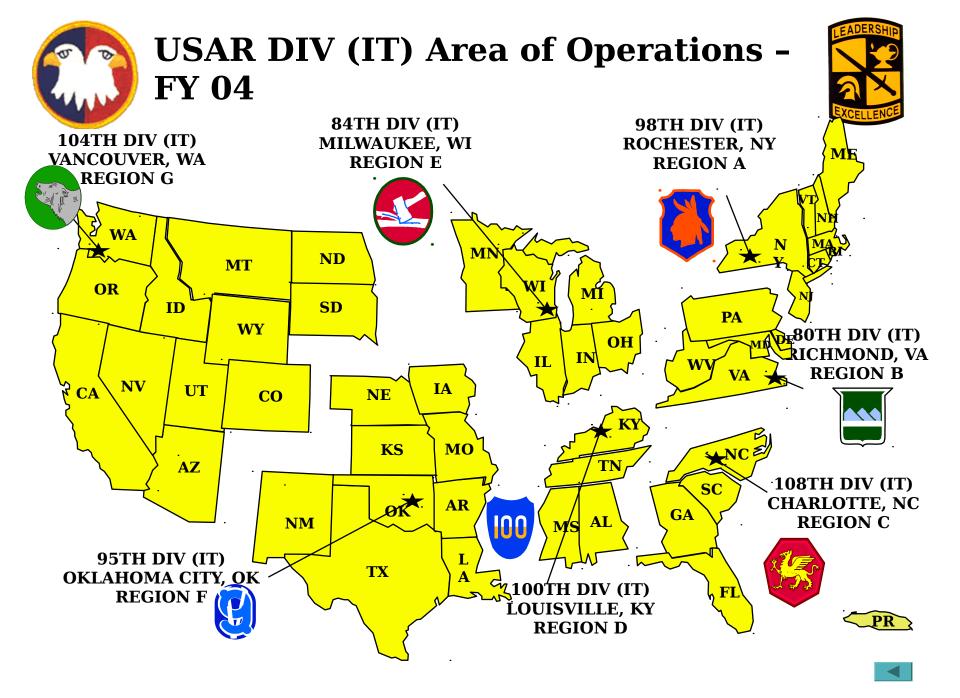


Support Active Component ROTC Battalions in the Total Army School System (TASS) with their mission to educate, train and inspire men and women to become commissioned officers in the U.S Army, U.S Army National Guard and U.S Army Reserve.



14 USACC ROTC Brigad







Tasks



- Classroom Military Science I IV Instruction
- Recruiting Cadet/SMP
- Nurse Recruiter
- Scholarship Boards
- FTX
- Rifle Marksmanship
- Ranger Challenge
- Drill Teams/Color Guards
- Physical Training
- Combat Life Saver
- Mentoring
- Newsletter



What Reservists Offer



- Experience Average of ten years or more of AD/RC
- Continuity Reside in the area on permanent basis
- Flexibility Support the program during weekdays, weekend, and summer training
- Professionalism Career soldiers
- Enthusiasm Dedication to program
- Recruiting Identify qualified Reserve soldiers
- Marketing Promote the Reserve Components/Citizen Soldier to new cadets

Command Sergeant Major CSM Jim White

80th DIV(IT), 8th SROTC **Brigade** 2nd, 3rd & 4th ROTC Brigade Commander **COL Larry Faison**







80th DIV(IT), 8th SROTC Brigade 2nd, 3rd & 4th ROTC Brigade

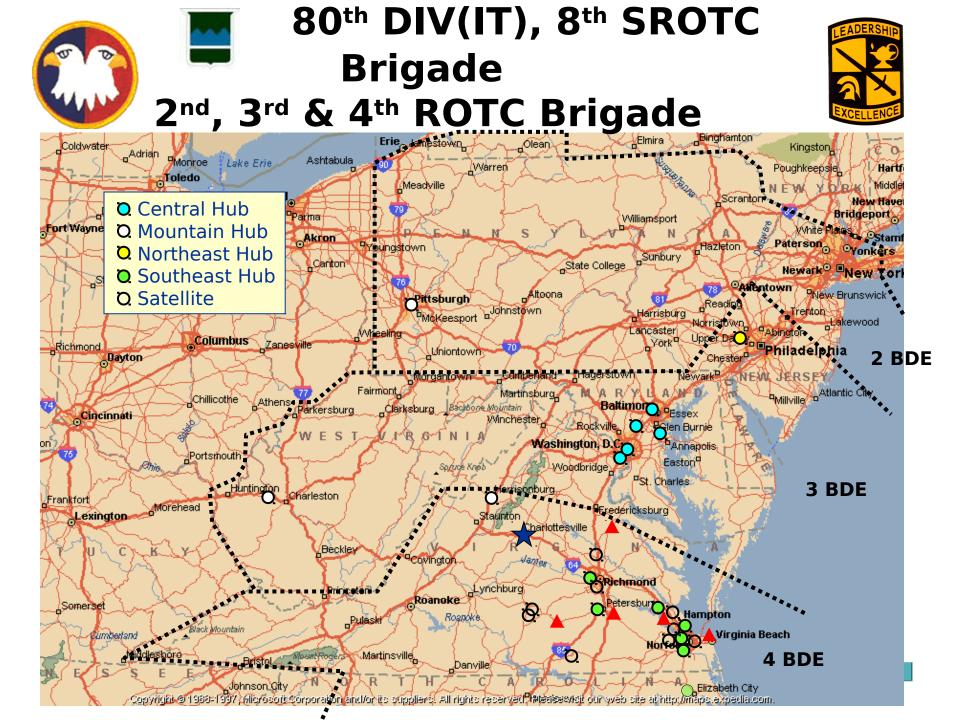


• 8^{TH/80th} Brigade SROTC: Richmond, VA. Supports Cadet Command ROTC Detachments with 51 TPU soldiers throughout the 3rd & 4th ROTC Brigades.

University	Officers	Enlisted
	Assigned	Assigned
Hampton University	1	5
Widener University	3	3
Old Dominion University	4	3
University of Richmond	1	0
Norfolk State University	0	1
William & Mary University	0	1
George Mason University	4	1
U. of MD (College Park)	2	0
Bowie State	1	1
James Madison University	5	5
Georgetown University	3	1
University of Virginia	3	0
Loyola University	1	0
University of Delaware	1	0
University of Pittsburgh	1	0
Total	30	21



United States Army Cadet Command Headquarters





80th DIV(IT), 8th SROTC Brigade 2nd, 3rd & 4th ROTC Brigade Remarks







7th, 9th, 10th & 11th ROTC Brigade

Commander COL William Soderberg

Command Sergeant Major CSM Edward Evans



SROTC:

Brigade.

84th DIV(IT), 8th SROTC **Brigade** 7th, 9th, 10th & 11th ROTC



Enlisted

8

4

6

2

3

3

0

1

2

2

1

1

0

0

0

0

3

36

1

0

52

B Officers University •8^{th/84th} Brigade Assigned Assigned **Brigade Staff** 5 **Marquette University** 7 Milwaukee, WI. UW-Oshkosh 6 Supports Cadet Kent State 4 9 **Capital University** Command ROTC **Central Michigan University** 0 Detachments with 88 **UI-Chicago** 3 TPU soldiers throughout **UW-Madison** 2 the 7th & 9th ROTC E. MU-Yspilanti 1 **UM-Ann Arbor** 4 4 Western Michigan University 2 **Notre Dame University** Indiana State 1 1 **Central State University** 2 **Michigan State**

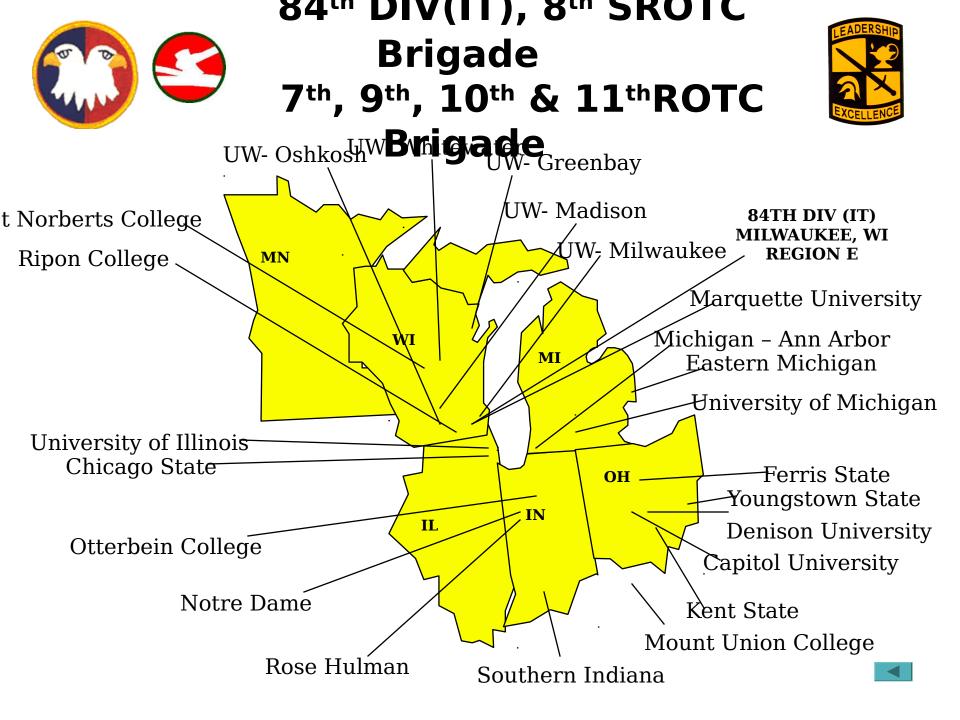
Mankato State

S. Indiana University

Total:



United States Army Cadet Command Headquarters





84th DIV(II), 8th SROTC Brigade 7th, 9th, 10th & 11thROTC Brigade Remarks



- Effective 1 Oct 04, 84th Division (IT) reorganizes to become the 84th Reserve Training Command at Ft. McCoy, WI
- Subordinate brigades will be merged with the 100th Division over the course of FY05
- 8/100 will be the new SROTC HQ, taking control over TPU instructor personnel in IN, IL, KY, MN, MI, OH, TN, WI

Command Sergeant Major CSM Paul Hill

Commander LTC Randy LeCompte

95th DIV(IT), 8th SROTC Brigade 10th,11th & 12th ROTC Brigades





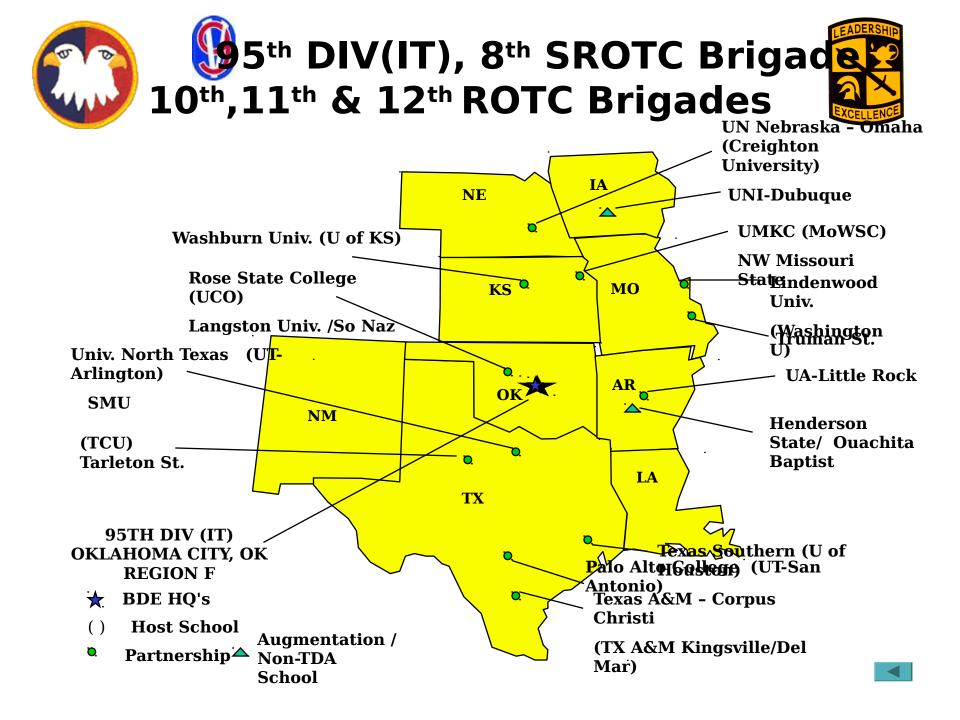
10th,11th & 12th ROTC Brigades

 8^{th/95th} Brigade
 SROTC: Stillwater, OK. Supports Cadet
 Command ROTC
 Detachments with 41
 TPU soldiers throughout
 the 10th, 11th & 12th
 ROTC Brigades.

University	Officers	Enlisted
	Assigned	Assigned
UTA/SMU/UNT	5	2
WASH/LINDENWOOD	6	2
Creighton	2	0
Texas A&M Kingsville	0	1
Univ of Houston/TX Southern	1	0
UT-SA/Palo Alto	2	0
KU/Washburn	0	1
Central AK	2	1
HSU/OBU	1	0
TCU	4	0
Tarleton	1	0
Dubuque	1	0
UCO/Langston/Rose State	2	1
MWSC	4	2
Total:	31	10



United States Army Cadet Command Headquarters





Remarks

- 2 AC replacement missions:
 - University of Central Oklahoma
 - University of Central Arkansas
- 2 OIF selective mobilizations
- 2 Soldiers currently alerted for mobilization





8th DIV(IT), 8th SROTC Bde Lst & 2nd ROTC Brigades

Commander COL Mark Ricketts

CSM CSM Herbert Whaley

Presenter: LTC Ken McClellan



8th DIV(IT), 8th SROTC Bde st & 2nd ROTC Brigades

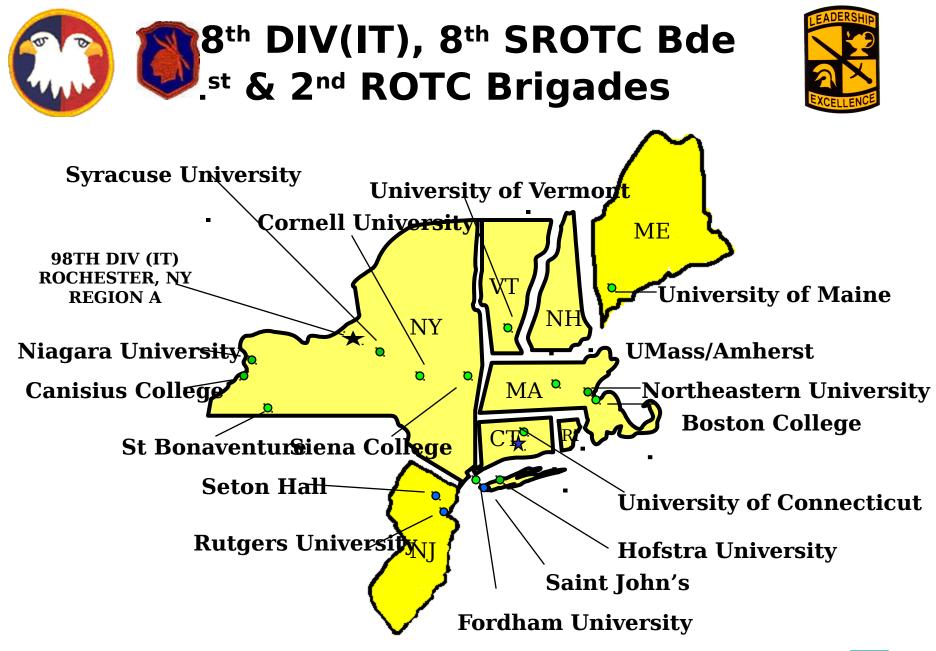


• 8^{TH/98th} Brigade SROTC: West Hartford, CT. Supports Cadet Command ROTC Detachments with 71 TPU soldiers throughout the 1st ROTC brigade.

University	OfficersEnlisted	
	Assigned	Assigned
Boston University	1	0
Canisius College	8	4
Clarkson College	1	0
Fordham University	6	1
Hofstra University	9	3
Niagara University	3	4
Northeastern University	6	2
St Bonaventure University	0	1
Syracuse University	5	1
University of Connecticut	3	1
University of Maine	2	0
University of Massachusetts	1	0
University of Vermont	2	0
Comell University	3	0
Siena University	4	0
Total:	54	17



United States Army Cadet Command Headquarters







Remarks

- Distance Learning
 - Downloading
 - Time Requirements





100th DIV(IT), 8th SROTC Brigade 7th & 8th ROTC Brigade

Commander COL Frank Argabright

Command Sergeant Major CSM Otha Allen



100th DIV(IT), 8th SROTC Brigade 7th & 8th ROTC Brigade

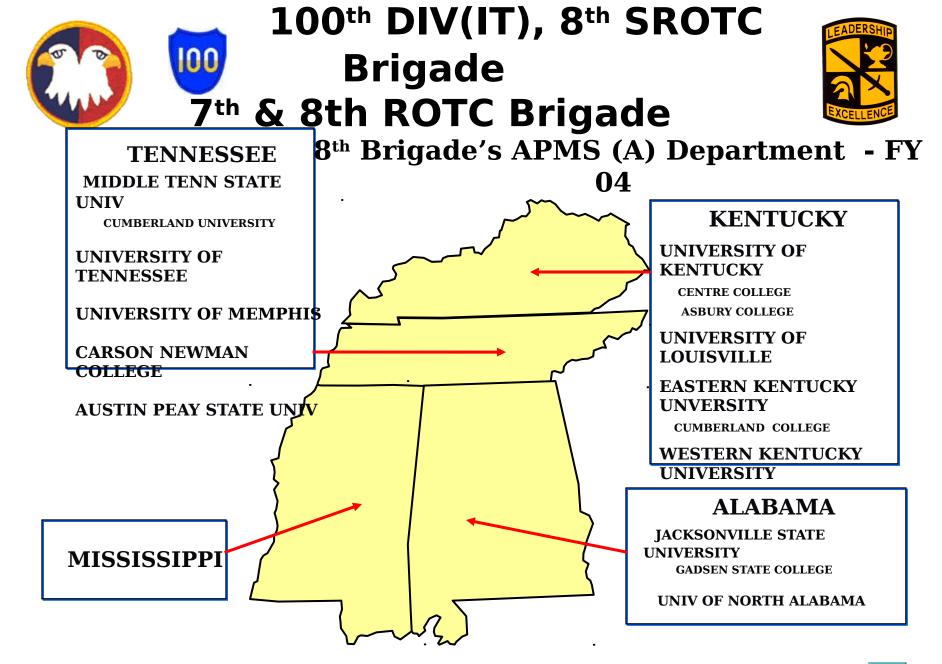


• 8^{TH/100th} Brigade SROTC: Ft. Knox, KY. Supports Cadet Command ROTC Detachments with 41 TPU soldiers throughout the 7th ROTC brigade.

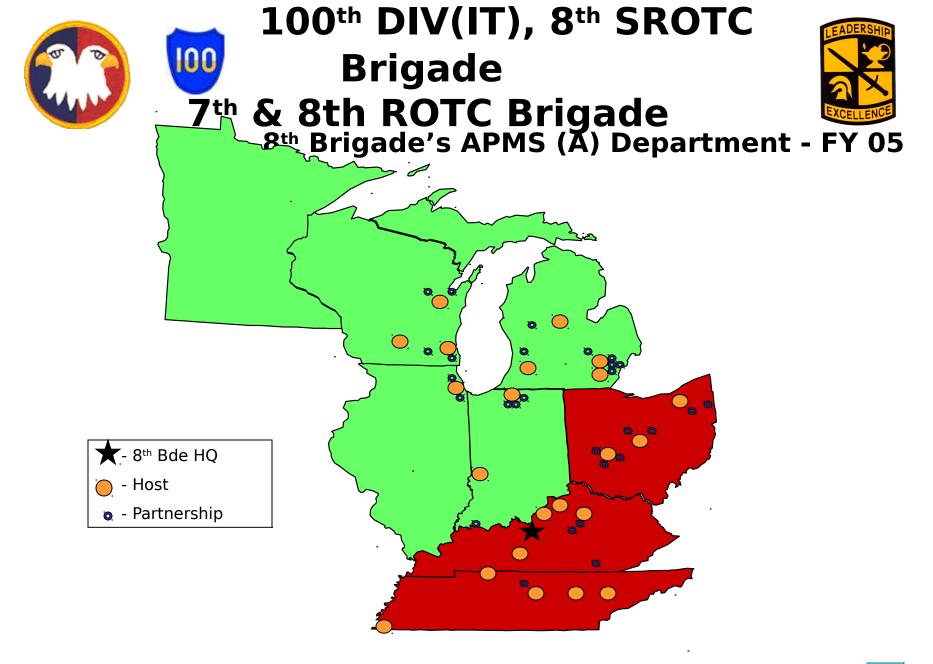
University	Officers	Enlisted
	Assigned	Assigned
University of Kentucky	4	6
Eastern Kentucky University	4	3
Middle Tennessee State Univ	5	1
University of Louisville	2	0
Western Kentucky University	2	1
UT Knoxville	1	0
Carson Newman College	1	0
Austin Peay State University	2	2
University of Memphis	0	1
University of North Alabama	1	1
J acksonville State University	3	1
Total:	25	16



United States Army Cadet Command Headquarters



◀







• Transition of 100th Div (IT) & 84th Div (IT)

- LTC Mission Support
- LDAC Mission Support (SAW)





104th DIV(IT), 8th SROTC Brigade 13th & 14th ROTC Brigades Commander LTC Bruce Mulkey

Command Sergeant Major CSM James Davis

Presenter: LTC Malcolm Lee

104th DIV(IT), 8th SROTC Brigade 13th & 14th ROTC Brigades



8^{TH/104th} Brigade SROTC:

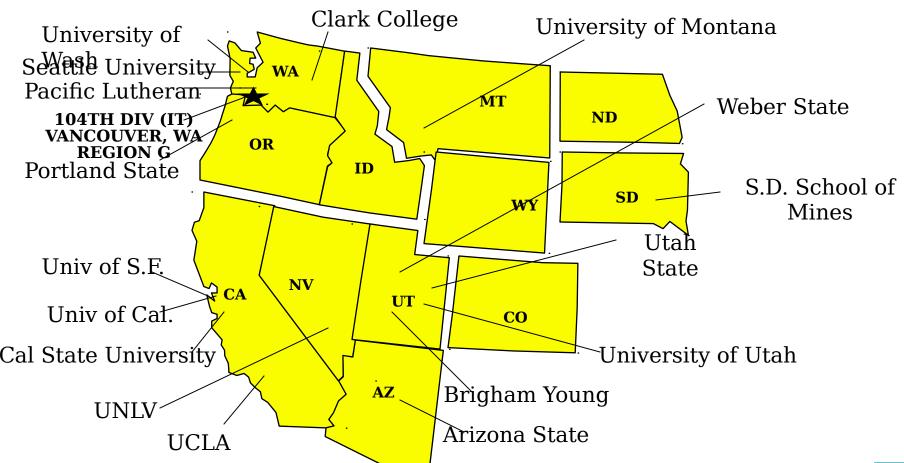
Ft Lewis, WA. (104th Div at Vancouver Barracks, WA) Supports Cadet Command ROTC Detachments with 36 TPU soldiers throughout the 13th & 14th ROTC Brigades.

University	Officers Enlisted	
	Assigned	Assigned
UNLV (NV)	5	6
S.D. School of Mines & Technology	1	0
ARIZONA STATE (AZ)	2	0
UNIVERSITY OF CALIFORNIA	1	0
BRIGHAM YOUNG (UT)	1	0
CLARK COLLEGE (WA)	1	1
UNIVERSITY OF WASHINGTON	1	0
PACIFIC LUTHERAN (WA)	4	0
PORTLAND STATE (OR)	1	0
SEATTLE UNIVERSITY (WA)	2	2
UCLA (CA)	2	0
UNIVERSITY OF MONTANA (MT)	1	0
UNIVERSITY OF SAN FRANCISCO (CA)	0	1
UNIVERSITY OF UTAH (UT)	1	0
UTAH STATE (UT)	1	0
WEBER STATE (UT)	1	0
CALIFORNIA STATE UNIVERSITY	1	0
Total:	26	10



United States Army Cadet Command Headquarters









Remarks

- Pilot program started in '98 at Seattle University was a success, resulting in Pacific Lutheran University (satellite) to become host program in 2001.
- Current program at UNLV (host: UNR) is a big success for Cadet Command and USARC
- Support for 2004 Warrior Forge. Provide soldier skills training in 5 training committees. Supervise and support all USAR in support of WF. Over 1,000 USAR personnel supported.

Command Sergeant Major CSM Dennis A. Nance

Commander COL Stuart M. Dyer

108th DIV(IT), 9th SROTC Brigade 4th, 5th & 6th SROTC Brigades







108th DIV(IT), 9th SROTC Brigade 4th, 5th & 6th SROTC Brigades



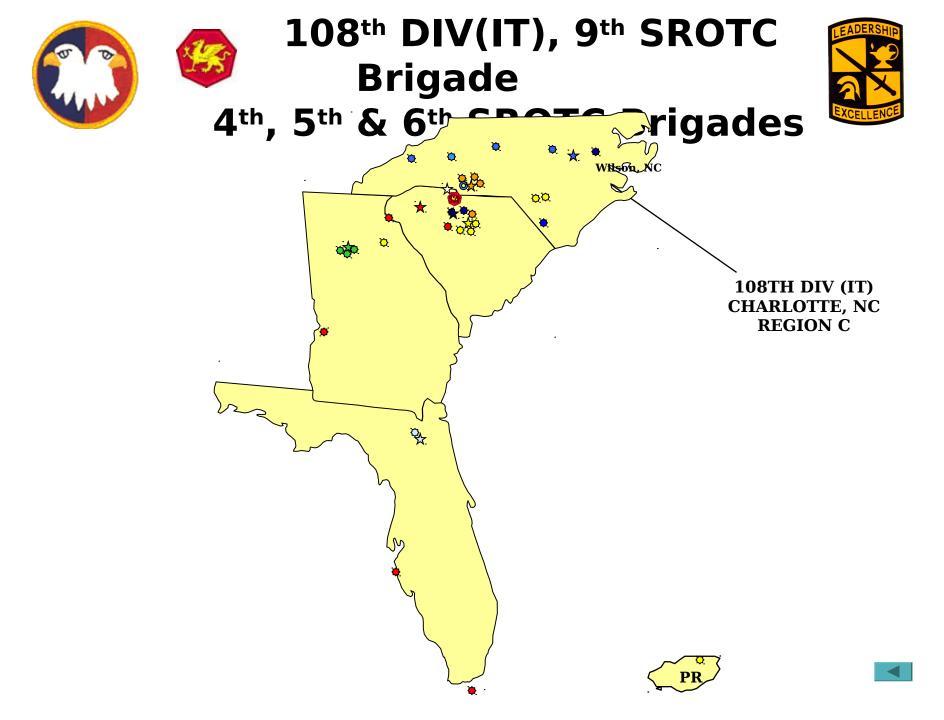
• 9^{TH/108th} Brigade SROTC: Charlotte, NC. Supports Cadet Command ROTC Detachments with 55 TPU soldiers throughout the 4th, 5th & 6th ROTC Brigades.

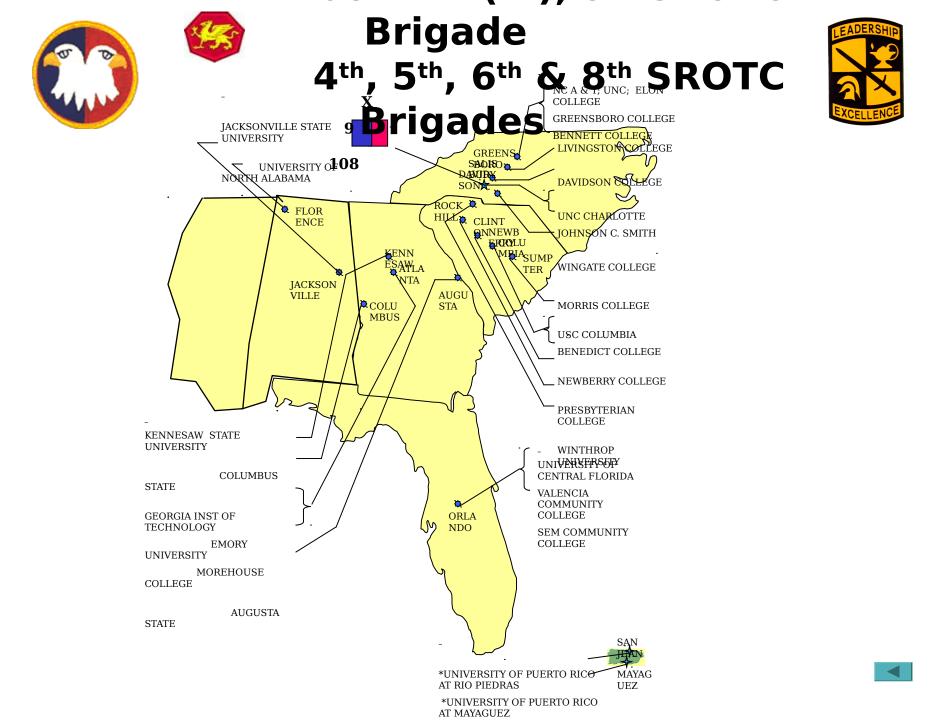
University	Officers	Enlisted	
Oniversity	Assigned	Assigned	
North Carolina A & T Greensboro, NC	3	5	
UNC-Charlotte, Charlotte, NC	7	1	
USC-South Carolina, Columbia, SC	1	2	
Benedict College, Columbia, SC	1	2	
Morris College, Sumter, SC	1	1	
University of Puerto Rio, Rio Piedras	4	3	
University of Puerto Rio, Mayaguez	4	1	
Presbyterian College, Clinton, SC	4	0	
University of Central Florida, Orlando,	3	0	
Valencia Comm College, Orlando, FL	2	0	
Sem Community College, Orlando, FL	1	0	
Georgia Inst of Technology Atlanta, G	3	1	
Morehouse College, Atlanta, GA	2	0	
Kennesaw State University, Kennesa	2	1	
Total:	38	17	



United States Army Cadet Command Headquarters

To commission the future officer leadership of the US Army and motivate young people to be better citizens.







108th DIV(IT), 9th SROTC Brigade 4th, 5th, 6th & 8th SROTC Brigades Remarks



 Improved communications/multiple touch points







 <u>Issue</u>: Identify potential Soldiers who are able to go on 179-day TTAD/ADSW tour IAW provisions outlined at:

http://www.rotc.monroe.army.mil/command/reserve_request.html

• **Discussion**: Since no TDY funds are available for this program, it must be a local program utilizing soldiers available in the vicinity of each requesting university. Funding for these tours to be drawn from USACC funds.

• **Recommendation:** Universities needing this support should first seek approval from their AC brigade. The AC brigade validates the requirement and ensures funds are available. Once the requirement is validated, the AC brigade contacts the supporting RC SROTC brigade, which then advertises the specific requirement to all RC soldiers in the university area. SROTC Bdes may keep a standing list of available soldiers. Lead time is critical. Same conditions exist







 <u>Issue</u>: Should we fund recently commissioned Reserve LTs to go on tour up to 179-days in support of USACC's LDAC/LTC/JROTC summer training courses.
 Who pays?

 <u>Discussion</u>: Reserve LTs often have to wait up to 180+ days before they can attend OBC. If they are brought on active duty immediately postcommissioning, can USACC provide meaningful work for them at LDACC or otherwise - work that both benefits the soldier and the Army? USARC has no funds for this.

• <u>Recommendation</u>: Reserve LTs would be better used as Gold Bar Recruiters. USAR and USARNG may be interested in funding Gold Bar Recruiters who will be oriented on recruiting potential Reserve / Guard-bound cadets. USACC may wish to consider funding slots for







- <u>Issue</u>: Review USACC's Reserve Partnership Way Ahead, and comment on DIV(IT)/USACC partnership opportunities, such as dedicated Ranger Challenge event support, FTX support, & etc.
- <u>Discussion</u>: Way Ahead does not address utilization of TPU support and coordination required to optimize this cooperative effort.
- <u>Recommendation</u>:
 - Formalize TPU augmentation via MOU
 - Determine magnitude of support requirements (establishes footprint of desired TPU support)
 - Include 8th Bde reps at USACC Bde training conferences
 - USACC identify types of dedicated support required for LDAC (enables 8th Bdes to determine feasibility of







 <u>Issue</u>: There is no Memorandum of Understanding between USACC and USARC

- <u>Discussion</u>: This lack is presenting difficulties to our soldiers in the utilization of soldiers by PMSs.
- <u>Recommendation</u>: Cadet Command and USARC should jointly develop a Memorandum of Understanding regarding utilization of TPU soldiers. The MoU should cover:
 - Duties of TPU Instructors
 - Rating Scheme OER/NCOER
 - COMTEK/TPU status policy
 - Instructor Qualifications
 - Process for annual review of schools using or needing TPU support
- Action Agency: (USACC, COL Harrell, ph/fax/email)







- Issue: Mobilization Mission
- <u>Discussion</u>: SROTC brigades do not have a unit mobilization mission, other than furnishing individual replacements, as needed.
- <u>Recommendation</u>: USARC and USACC should jointly examine the mobilization mission of 8th brigades.
 - Recommend that the 8th Bde be given a mobilization mission similar to the mission performed by TASS brigades and Drill Sergeant brigades, and given the mission of assuming responsibility for host school cadre.
 - This may require derivative UICs for each school
- Action Agency: (USACC, COL Harrell, ph/fax/email)







• <u>Issue</u>: <u>Metrics</u>

• <u>Discussion</u>: There currently is no method of measuring the effectiveness of utilizing TPU soldiers as SROTC instructors.

- <u>Recommendation</u>: Develop standard measurements based on recruiting, enrollment, retention, commissioning, LDAC scoring.
 - Compare performance of schools with TPU augmentation vs schools without TPU augmentation.
 - Compare performance of schools with TPU augmentation vs the performance of the school prior to TPU augmentation.
- Action Agency: (Organization, Officer, ph/fax/email)



Working Group #2



Training & Training Support for LDAC, LTC, JROTC & CTLT



Working Group Two



USAR Support to:

- LTC
- Ranger Challenge
- LDAC
- CTLT
- JROTC



USAR Support 2004 Leadership Training Course



USAR Soldiers and OfficersPersonnel Spaces to support**184** LTC at Fort Knox KY

17 Average Tour Length days



USAR Support 2004 Leadership Training Course



USAR Committee Responsibility:

- FLRC
- 9MM Range
- Map Reading / Land Navigation
- Holding Company



USAR Support 2004 Leadership Training Course



6 Companies 2004 with Projected 7 Companies 2005

- (**TRADOC**) Projected of 7 would decrement BCT starts at Fort Knox

- (**USAR**) Projected of 7 would not increase spaces but time frame would increase faces

USARC Annual Training Planning Conference -August 04



USAR Support 2004 Ranger Challenge/FTX's



Competing Resources

- Decentralized and varied throughout Cadet
 Command
- Constrained Resources v. past OPTEMPO
- Increased requirements to USAR Soldiers

• Timing Challenge with FY Budgeting **Resolution**: Formal mission request in order to adequately plan and provide resources USAR Support 2004

Leadership Development and Assessment Course



USAR Soldiers and Officers will support LDAC at Fort Lewis WA 1,82 78 Personnel High Watermark -July **5**5 Personnel Spaces 8

USAR Support 2004

eadership Development and Assessment Courses

- 28 First Soldier on the Ground
 April Last Soldier Departs
 August
 - 17 Average Tour Length
 days
 days
 days

Including approximately 15 TTAD personnel

94 th DIV	95 th DIV	98 th DIV
100 th DIV	104 th DIV	108 th DIV
63rd RRC	70 th RRC	77 th RRC
80 th RRC	81 st RRC	84 th RRC
88 th RRC	89 th RRC	90 th RRC
96 th RRC	99 th RRC	2 x CRCs



Ath DIV

USAR Major Supporting Units

AC+h BN/



AAth BIV





Automatic Weapons Range Individual Tactical Training Hand Grenade Range **Basic Rifle Marksmanship Nuclear Biological and Chemical** Training

Committ**Support**sande**Transportation**nits 2-3 2004 summer is a rotation year





ITT, HG, BRSM, and AW Committees Spaces v. faces based on time and cadets

- 14 Regiments (5200/4800)
- Largest 348
- Smallest 271



LDAC Future Support



August - September examination of support and regiments

Close working relationship with 104th DIV

Tie in with installation support





-2004 USAR Support CTLT

Cadet Command CTLT 586 Slots

Total with internships 840 Slots

USAR Pilot Program Slots 12 (6)

2005 CTLT Goal of 1000-1500



USAR Supported CTLT



"Win - Win" Situation

Marketing tool for the USAR

Educational along the One Army model

Availability of additional slots

Challenge = timing of CTLT with unit training



USAR Support to JROTC



Past Support

- Decentralized and varied throughout Cadet Command
- Constrained Resource v. past OPTEMPO
- Increased requirements to USAR Soldier

Developing Raider Challenge for 2005 - 35-40 USAR Soldiers

Drill Championships March 2005 - 2 days 25 USAR Soldiers ea. Region

Cadet Leadership Challenge 121 "Camps"



Working Group #3







Problem Statement



The Army Reserve lacks an effective training strategy to ensure all Direct Commission candidates achieve precommissioning competencies



Working Group #3 - Issue # 1



• <u>Issue:</u> How should USARC implement and task-organize centralized C2 for the Officer Development Course (ODC)

•<u>Discussion</u>: At present, the pilot is in its 2nd generation; USACC will not provide expanded ARG2G support until the Reserve task-organizes central C2 and ownership of the initiative, and enforces BOLC-I calibrated standards in training.

• <u>Recommendation</u>: The USARC G7 has recommended that the current ARG2G program conducted by the DIVs (IT) be terminated. State and federal OCS, ROTC and direct commission capabilities need to be utilized to address LT shortages in the Army Reserve. The 84th ARRTC can work with USACC to develop a functional training course (ODC) for direct commissionees to ensure that pre-commissioning competencies are achieved.







• <u>Issue:</u> What BOLC I knowledges, skills, abilities (KSA) must be achieved? How will the Army Reserve assess prospective candidates and ensure KSAs are met at time of commissioning?

 <u>Discussion</u>: All commissionees must possess a solid baseline of USAAC approved BOLC I/pre-commissioning competencies

 <u>Recommendation</u>: 84th ARRTC participate in the USAAC 4GOLD Committee to ensure standardization. The Army Reserve develop a training strategy based on TRADOC's systems approach to training (SAT) beginning with a needs analysis of the target population.

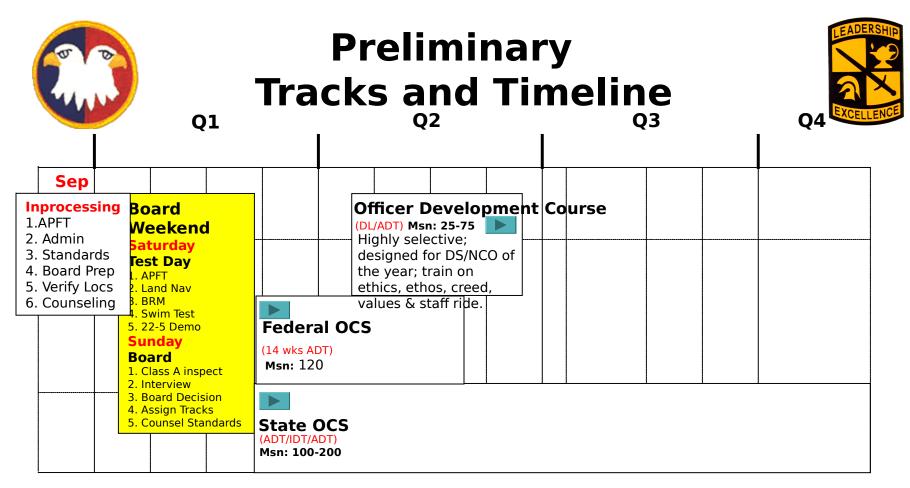
• <u>Action Agency:</u> (84th ARRTC, Leader Development Directorate, (608) 388-7113)







- <u>Issue:</u> What should the training strategy look like?
- <u>Discussion</u>: A DS or NCO of the year possesses a different skill set than a recently degreed PFC or CPL. Different tracks for different skill sets may need to be developed.
- <u>Recommendation</u>: The needs analysis will identify the best training options based on Soldier competencies and organizational structure.
- <u>Action Agency:</u> (84th ARRTC, Leader Development Directorate, (608) 388-7113)



Imperatives

• Centralize Direct commissioning Training Effort; requires Reserve-wide ownership and authority for viability. Recommend ARRTC's DOLD.

• Mission the Reserve's C2 Matrix and HRC-St. Louis to provide candidates for both OCS and Direct Commissioning. G-1 missions the RRCs and commanders answer to the CAR with annually reviewed results.

• **Incentivize candidates with the right stuff** to take the time out to become an officer by insuring they retain current enlistment/re-enlistment bonuses.

- Market the Scholar, Athlete, Leader
- Resource the Cadre from the Army Reserve SROTC Bdes to execute the training



Working Group #3 - Issue # 4



• <u>Issue:</u> How will the Army Reserve G-1 determine missioning requirements and enforce those production goals? How can the senior leadership help? How should the direct commission program be marketed?

• <u>Discussion</u>: HRC-St. Louis stipulates it can/should identify all degreed Soldiers throughout the Army Reserve with the S-A-L prerequisites for direct commissioning. At issue is how can direct commissioning be marketed and promoted within the Army Reserve to attain the CAR's objective to direct-commission upwards of 600 officers per year?

 <u>Recommendation</u>: Utilize the Retention Transition Division (RTD) assets within the RRCs. RTD has the capability to identify and assign mission distribution and use officer commissioning as an incentive to retain qualified applicants.

Potential Mission Changes for all Commissioning Sources



BLUF • Ramp up OCS to 250 immediately, then throttle down after FY09

- Ramp up ROTC to 1100 during FY07-FY09 & maintain as pri. comm. source
- Ramp up Dir. Comm. to 550 during FY05-FY09, then throttle down
- Use ARG2G to put officership in the direct commission strategy

	FY0 4	FY05	FY06	FY07	FY08	FY09	Remarks			
Fed OCS	120	120	120	120	120	120				
Additional OCS		130	130	130	130	130	Implement immediate OCS mission of 250			
ROTC	670	670	650	650	650	650				
Nurses	n/a	n/a	25	50	75	100				
Additional ROTC	n/a	n/a	n/a	150	250	350	Total ROTC mission ramps up to 1100 by FY09			
AR Dir. Comm	200	200	200	200	200	200				
AMEDD Dir. Comm.		50	50	50	50	50	Normal medical officer accessions rate			
Genuine Dir. Comm.		50	50	50	50	50	Genuine, highly qualified Dir. Comm. Soldiers			
Program Dir. Comm.		100	100	100	100	100	Training program using Ft. McCoy			
Increase Dir Comm		100	275	300	325	350	Training program using Ft McCoy			
Currently Missioned	990	990	995	1020	1045	1070	6110 Total Commissions w/o Change			
Delta		230	405	580	705	830	2750 Total Additional Commissions			

Implement Centralize Standardize Webify Incentivize Mission Select Train Certify Commission

Revised Missions	FY05	FY06	FY07	FY08	FY09
Federal OCS	250	250	250	250	250
NG State OCS	150	150	150	150	150
ROTC	670	675	750	825	900



<u>Working Group #3 - Issue # 5</u>



• <u>Issue:</u> How will the Army Reserve fund the incentives to promote market interest; how will those \$\$ be distributed? When should candidates be paid (upon commissioning or in phased amounts)?

• <u>Discussion</u>: Need to know what un-programmed or existing \$\$ can be leveraged for FY05 Direct Commissioning objectives and beyond. ROTC uses \$7500 stipend and scholarships. What's the right amount for the Army Reserve, and how rapidly can this amount be utilized?

• <u>Recommendation</u>: Recommend change to current policies to allow the CAR to waive the recoupment of enlistment/reenlistment bonuses. NDAA FY 04 authorizes incentives for officer accessions. The Army Reserve is requesting clarification thru DA G1 on applicability to TPU Soldiers.

• <u>Action Agency:</u> (USARC, G1, (404) 464-XXXX)



<u>Working Group #3 - Issue #6</u>



• <u>Issue:</u> Where should the Training Cells be located? How many should be staffed to attain a 500-LT annual mission? How will the SROTC Bdes/DIV(IT)s task organize IAW geographic boundaries of the 14 ROTC Bdes? Should the training cells be OPCON, attached, or assigned to the 84th ARRTC leadership? How should their cadre be resourced?

• <u>Discussion</u>: SROTC Bdes are aligned within DIV (IT) boundaries. Location of Training Cells will vary and is not necessarily critical to the execution.

 <u>Recommendation</u>: The needs analysis needs to look at demographics to determine Training Cell allocations. ARFP will redistribute FTS and TPU assets to support. A proposal to align the Army Reserve SROTC Bdes under the 84th ARRTC is being considered.

Action Agency: (8/th ARRTC Leader Development



Working Group #3 - Issue # 7



• <u>Issue:</u> How should awarding of direct commissions be controlled, such that those candidates who do not meet the standard, or who demonstrate consistent mediocrity, are culled from the program? Who has disenrollment authority? How can direct-commission packets be held in abeyance at HRC-St. Louis and then 'greenlighted' for commission letters to be posted once training benchmarks have been attained?

 <u>Discussion</u>: USACC readily disenrolls those cadets who display a lack of physical/mental hardiness, reliability/accountability, and a strong commitment to an ethical standard. The Army Reserve must not fail to exercise quality hygiene measures by disenrolling those who are physically/mentally/ethically substandard or mediocre at best. HRC-St. Louis continue to pre-screen applicants and board process.

 <u>Recommendation</u>: Establish centralized business rules for national standardization. Decentralize the execution of the selection and training process to the RRCs.







 <u>Issue</u>: How should boards be administered? What is the right composition of officers and NCOs on the board?

• <u>Discussion</u>: HRC-St. Louis currently conducts boards quarterly to appoint candidates nominated by the RRCs. HRC-St. Louis establishes board schedules and policies and RRCs execute policies.

• <u>Recommendation</u>: Establish RRC board policies and standards to ensure consistency across the Army Reserve. Focused on training potential as well as eligibility standards.

• Action Agency: (USARC, G1 ICW HRC-St. Louis)





<u>Concluding Remarks</u> <u>And</u> <u>Discussion</u>





Backup Slides



Workshop Instructions and Operating Procedure



- Discussion (Group Leader note timeline and adhere; put egos on hold; move discussion along)
- Task Organize (break up into sub-groups to nail down the due-outs NLT COB Tues)
- Start off early AM Thurs & maintain strong work tempo
- Record draft due-outs on CDRW
- Brief IPR to COL Harrell at 1130, Wed
- Develop due-outs and brief MG Thrasher 1600, Wed
- Coordinate with other working groups for related issues and deconflict conflicting resourcing goals
- Brief IPR to COL Harrell at 1130, Friday
- Finalize due-outs, & prep for DCG Brief to BG Sealock
- Summit close-out brief to DCG, BG Sealock at 1500, Friday